

DAVID B. WANGROW

Marquette University, College of Business Administration
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EDUCATION

PhD	Management – Strategic Management University of Kansas School of Business Dissertation An Examination of CEO’s Psychological and Relationship-oriented Individual Traits Influencing Exhibited Managerial Discretion	June 2016
MBA	Masters of Business Administration University of Chicago <i>Executive MBA Program</i>	March 2000
BS	Electrical Engineering Valparaiso University	May 1984

ACADEMIC AND PROFESSIONAL EXPERIENCE

Associate Professor Marquette University, College of Business Administration	2016-present
Doctoral Student, Research Associate, Instructor University of Kansas, School of Business	2011-2016
Senior Director/MSSI Vice President Motorola <i>Led worldwide team responsible for sales/business development, business and technical operations support, and key account strategies</i>	2009-2011
Senior Director/MSSI Vice President Motorola <i>Led North American team responsible for account management, business startup, and WiMAX technology commercialization</i>	2006-2008
Senior Director Motorola <i>Expatriate assignment in England managing team responsible for technology and business product planning for GSM and UMTS, competitive strategy, and business operational support</i>	2004-2006
Adjunct Course Developer and Instructor Valparaiso University	2003
Various Engineering, Sales, and Business Operations Positions Motorola	1983-2004

PUBLICATIONS

Wangrow, D. B., Kolev, K. D., & Hughes-Morgan, M. 2023. Disparities in minority executive dismissal: A contingency perspective. *Strategic Organization*, 14761270231184225 (journal rank: A)

Wangrow, D. B., Schepker, D. J., & Barker III, V. L. 2022. When does CEO succession lead to strategic change? The mediating role of top management replacement. *Journal of General Management*, 03063070221126267 (journal rank: B)

Wangrow, D. B., Rogers, K. M., Saenz, D., & Hom, P. 2021. Retaining college students experiencing shocks: The power of embeddedness and normative pressures. *The Journal of Higher Education*, 93(1): 80-109. (journal rank: B)

Wangrow, D. B., Schwartz, E., & Hughes-Morgan, M. 2021. Executive dismissal or retention? A study of performance, power and survival for college basketball coaches. *Journal of General Management*, 47(1): 56-68. (journal rank: B)

Wangrow, D. B., O'Neill, B. S., Cheng, Z., & Cotton, J. L. 2021. Triggers and psychological contracts: The influence of managerial discretion. *Journal of Managerial Issues*, 33(4): 370-395. (journal rank: B)

Wangrow, D. B. & Schloemer, H. 2019. Managerial discretion. *Oxford Bibliographies Online: Management*. doi: 10.1093/OBO/9780199846740-0177. (journal rank: no ranking)

Kolev, K. D., Wangrow, D. B., Barker III, V. L., & Schepker, D. J. 2019. Board committees in corporate governance: A cross-disciplinary review and agenda for the future. *Journal of Management Studies*, 56(6), 1138-1193. (journal rank: A)

Wangrow, D. B., Kolev, K. D., & Hughes-Morgan, M. 2019. Not all responses are the same: How CEO cognitions impact strategy when performance falls below aspirations. *Journal of General Management*, 44(2), 73-86. (journal rank: B)

Wangrow, D. B., Schepker, D. J., & Barker III, V. L. 2017. Power, performance and expectations in the dismissal of NBA coaches: A survival analysis study. *Sport Management Review*, 21(4), 333-346. (journal rank: A)

Wangrow, D. B., Schepker, D. J., & Barker III, V. L. 2015. Managerial discretion: An empirical review and focus on future research directions. *Journal of Management*. 41(1): 99-135. (journal rank: A+)

REFEREED AND PUBLISHED CONFERENCE PROCEEDINGS

Wangrow, D. B. & Hughes-Morgan, M. 2022. When are minority executives fired? Examining four factors using sport coaches and survival analysis. *Academy of Management Proceedings* (<https://doi.org/10.5465/AMBPP.2022.15468>). (international conference)

Kolev, K. D., Schepker, D. J., Wangrow D. B., & Barker, V. L. III. 2022. The board committee chair effect: How much does it contribute to firm performance? *Academy of Management Proceedings* (<https://doi.org/10.5465/AMBPP.2022.11890>). (international conference)

Wangrow, D. B., Schepker, D. J. & Barker, V. L. III. 2017. Making it personal: Developing a new managerial discretion scale to examine CEO traits. *Academy of Management Proceedings*, <https://doi.org/10.5465/AMBPP.2017.13112>. (international conference)

Cheng, Z., Wangrow, D. B., & Barker, V. L. III. 2015. Tenure effects on cognitive traits: A longitudinal study of CEOs' letters to shareholders. *Academy of Management Proceedings*, <https://doi.org/10.5465/ambpp.2015.18473>. (international conference)

Chadwick, C. D., Wangrow, D. B., & Kammerer, K. L. 2014. Microfoundations of firms' human capital-related rents and losses. *Academy of Management Proceedings*, <https://doi.org/10.5465/ambpp.2014.14531>. (international conference)

REVISED MANUSCRIPTS UNDER REVIEW

Kolev, K. D., Schepker, D. J., Wangrow, D. B., & Barker, V. L. III. The board committee chair effect: How much does it contribute to firm performance?

Cheng, Z., Wangrow, D. B., & Barker, V. L. III. Career concerns of young and old CEOs: Their effect on R&D spending in the software industry.

WORKING PAPERS

Kolev, K. D., Schepker, D. J., Wangrow, D. B., & Barker, V. L. III, Board committee chair effect on CEO compensation.

Wangrow, D. B., Schepker, D. J., & Barker, V. L. III. Charting their own path: Developing and operationalizing a new CEO managerial discretion scale.

Wangrow, D. B., Kolev K. D., & Robichaud, C. An identity-based approach to moving late in a crowded market: Exemplars from LAFC.

Robichaud, C., Grabowski, J., & Wangrow, D. B. It's best when all of our beliefs don't align: Effects of CEO and board member political ideology differences on firm performance.

Robichaud, C., Grabowski, J., & Wangrow, D. B. Untitled study examining age and tenure in college basketball coach dismissals.

Wangrow, D.B., & Hughes-Morgan, H. & Kolev, K. D. Dissecting the relationship of managerial discretion with competitive dynamics.

REFEREED CONFERENCE PRESENTATIONS

Wangrow, D. B., Schepker, D. J., & Barker, V. L. III. 2022. "CEO succession and strategic change: The mediating role of top management team replacement." Presented at the *Strategic Management Society Conference*. London, UK.

Wangrow, D. B. & Hughes-Morgan, M. 2022. "When are minority executives fired? Examining four factors using sport coaches and survival analysis. Presented remotely at the *Academy of Management Conference*. Seattle, WA.

Kolev, K. D., Schepker, D. J., Wangrow D. B., & Barker, V. L. III. 2022. "The board committee chair effect: How much does it contribute to firm performance?" Presented remotely at the *Academy of Management Conference*. Seattle, WA.

Kolev, K. D., Schepker, D. J., Wangrow D. B., & Barker, V. L. III. 2020. "The board committee chair effect: How much does it contribute to firm performance? Presented remotely at the *Strategic Management Society Conference*. London, UK.

Wangrow, D. B., Schwartz, E., & Hughes-Morgan, M. 2020. "Does the executive survive? A study of performance, power and race in college basketball. Presented remotely at the *Strategic Management Society Conference*. London, UK.

Wangrow, D. B., Schepker, D. J., & Barker, V. L. III. 2019. "Charting their own path: Developing and operationalizing a new CEO managerial discretion scale." Presented at the *Strategic Management Society Special Conference on Governance and Strategic Leadership*. Las Vegas, NV.

Wangrow, D. B., Kolev, K. D., & Hughes-Morgan, M. 2018. "Not all responses are the same: How CEO cognitions impact strategy when performance falls." Presented at the *Strategic Management Society Conference*. Paris, France.

Wangrow, D. B., Schepker, D. J. & Barker, V. L. III. 2017. "Making it personal: Developing a new managerial discretion scale to examine CEO traits." Presented at the *Academy of Management Conference*. Atlanta, GA.

Poppo, L., Cheng, Z., & Wangrow, D. B. 2017. "Secret sauces and collaborative innovations in buyer-supplier dyads." Presented by co-author at the *Organization Science Winter Conference*. Park City, UT.

Cheng, Z., Wangrow, D. B., & Barker, V. L. III. 2015. "Tenure effects on cognitive traits: A Longitudinal study of CEOs' letters to shareholders." Presented at the *Strategic Management Society Conference*. Denver, CO.

Cheng, Z., Wangrow, D. B., & Barker, V. L. III. 2015. "Tenure effects on cognitive traits: A longitudinal study of CEOs' letters to shareholders." Presented at the *Academy of Management Conference*. Vancouver, BC.

Chadwick, C. D., Wangrow, D. B., & Kammerer, K. L. 2014, "Microfoundations of firms' human capital-related rents and losses." Presented (by co-author) at the *Strategic Management Society Conference*. Madrid, Spain.

Chadwick, C. D., Wangrow, D. B., & Kammerer, K. L. 2014 "Microfoundations of firms' human capital-related rents and losses." Presented at the *Academy of Management Conference*. Philadelphia, PA.

Wangrow, D. B., Schepker, D. J., & Barker, V. L. III. 2014. "When Does CEO Succession Lead to Strategic Change?" Presented at the *Academy of Management Conference*. Philadelphia, PA.

INVITED PRESENTATIONS

Guest speaker, "International culture and experiences" University of Wisconsin-Milwaukee. 2016-2020.

TEACHING EXPERIENCE

Marquette University

College of Business Administration: Undergraduate, MBA

Strategic Management

Leading Innovation and Creativity

Strategic Management MBA Capstone

University of Kansas

School of Business: Undergraduate

Strategic Management

General Management Processes and Change

Valparaiso University

College of Engineering: Undergraduate

Wireless Networks

SCHOLARLY AWARDS AND HONORS

Outstanding Reviewer, Strategic Management Society Conference, 2019.

Publication Bonus, Marquette University College of Business Administration, 2019.

Outstanding Doctoral Student Paper, University of Kansas School of Business, 2015

SCHOLARLY GRANTS

College of Business Mini Grant, Marquette University, 2018, 2021, 2023.

Faculty Development Domestic Travel Grant, Marquette University, 2019.

Faculty Development International Travel Grant, Marquette University, 2018.

MEDIA INTERVIEWS AND CONTRIBUTIONS

Fox 6 News Milwaukee. Interview regarding the downsides of remote work. May 19, 2021.

Milwaukee Biz Times. Interview regarding the impact of remote and hybrid working arrangements. November 2020.

Milwaukee Biz Times. Interview regarding firms navigating workplace challenges associated with spread of COVID-19. March 2020.

Milwaukee Journal Sentinel. Commentary on mixing business strategy and politics. December 17, 2016.

PROFESSIONAL AND UNIVERSITY SERVICE

Reviewer:

Journal of Management, 2014-present

Journal of Business Research, 2018-present

Journal of Management Studies, 2019-present

Managerial and Decision Economics, 2019-present

Journal of General Management, 2020-present

Organization Science, 2021-present

Business and Society, 2021-present

Frontiers in Psychology, 2022-present

Strategic Management Journal, 2018-2021

Long Range Planning, 2015-2020

Organizational Behavior and Human Decision Processes, 2018-2019

Journal of Sport Management, 2016-2018

Service to the Strategic Management Society:

Reviewer, Strategic Leadership and Governance Interest Group. 2015-present

Reviewer, Special Conference on Corporate Governance and Strategic Leadership, 2018

Service to the Academy of Management:

Session Chair, STR Division. 2014, 2017

Reviewer, STR Division. 2013-present

Reviewer, MOC Division. 2016-present

Department and College-level Service:

College of Business Administration, Master of Science in Supply Chain Management Program

Session Leader, 2020-present

College of Business Administration Undergraduate Curriculum Committee Co-Chair, 2023-present;

Member, 2019-2023

College of Business Administration Host/Presenter for Prospective Students, 2018-present

College of Business Administration Faculty Advisor, 2017-present

College of Business Administration Completer Program Curriculum Taskforce Chair, 2021

College of Business Administration Study Abroad Co-leader and Instructor (Antwerp), 2019

Management Department Entrepreneurship Program Taskforce Member, 2019

College of Business Administration Study Abroad Leader, Instructor and Course Developer (Germany), 2018

Management Department Leadership Course Development Committee Member, 2016

University-level Service:

University Academic Senate Representative, Spring 2020-present

Academic Integrity Council Member, Investigative officer, 2017-2019